

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN
BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA
AND
FEDERATION OF PUBLIC EMPLOYEES (BLUE COLLAR UNIT), AFL-CIO
EFFECTIVE FY 2022/2023, FY2023/2024 and FY2024/2025

This Addendum is entered into by and between Broward County and the Blue Collar Unit. Now, therefore, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

Recitals

1. The parties have entered into a Collective Bargaining Agreement covering the period of October 1, 2022, through September 30, 2025 (the "CBA").
2. The parties desire to amend Article 5, Wages and Compensation and Article 27, Term of Agreement for Fiscal Year 2023/2024 and Fiscal Year 2024/2025.

ADDENDUM

1. Article 5 – Wages and Compensation is amended as follows:

ARTICLE 5– WAGES AND COMPENSATION

Section 1, B. is replaced in its entirety as follows:

B. Fiscal Year 2023/2024

1. For Fiscal Year 2023/2024, effective on the first full pay period in October of 2023 (October 1, 2023), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a four percent (4%) base salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 1, 2023, shall also receive the four percent (4%) base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of October 1, 2023.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than four percent (4%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between four percent (4%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 1, 2023, will not be eligible for a base hourly adjustment as provided in Section A.2. above. Those employees will receive a one-time, gross lump sum amount equal to four percent (4%) of the employee's base annual salary.

4. For Fiscal Year 2023/2024, effective on the first full pay period in October of 2023 (October 1, 2023), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive \$2,600 added to their base annual salary (within the salary range). Eligible employees below the maximum of the pay range and limited to an increase of less than \$2,600 to their base annual pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between \$2,600 and the increase received (such gross lump sum payments shall be rounded to the nearest dollar).

5. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall Expectations" will not be eligible to receive the increases as detailed above at this time. However, in accordance with County Policy, such employees should be placed on a formal Performance Improvement Plan with a time duration of 90 days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the four percent (4%) and the \$2,600 base salary increases prospectively.

Section 1, C. is replaced in its entirety as follows:

C. Fiscal Year 2024/2025:

1. For Fiscal Year 2024/2025, effective on the first full pay period in October of 2024 (October 13, 2024), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a two percent (2.0%) base salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 12, 2024, shall also receive the two percent (2.0%) base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of the effective date and be employed by the County as of October 12, 2024.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than two percent (2.0%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between two percent (2.0%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 12, 2024, will not be eligible for a base hourly adjustment as provided in Section C.1. above. Those employees will receive a one-time, gross lump sum amount equal to two percent (2.0%) of the employee's base annual salary.

4. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall Expectations" will not be eligible to receive the

annually determined percentage increase at this time. However, in accordance with County Policy, such employees should be placed on a formal Performance Improvement Plan with a time duration of ninety (90) days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the two percent (2.0%) base salary increase prospectively.

Section 1, D. is amended as follows:

D. Section 1. Notwithstanding the above, in the event that the County agrees to a non-concessionary across the board, salary/wage increase greater than ten percent (10%) combined over Fiscal Years 2022/2023, 2023/24, 2024/2025, with the White Collar Bargaining Unit, Port Supervisory and Non-Supervisory Units, Government Supervisors Association-Professional, and/or Government Supervisors Association-Supervisory Bargaining Units, AFSCME, Local 2200 Bargaining Unit, and/or unrepresented employees, either party may request in writing its desire to meet to explore alternatives to the agreed upon salary/wage provisions of this Article. Any such request is an informal request that does not trigger the opening of the parties' Collective Bargaining Agreement or the impasse provisions of Chapter 447, Florida Statutes. Further, the request must be received within thirty (30) days of County approval of such salary decrease/increase.

2. Article 27 - Term of Agreement is replaced in its entirety as follows:

ARTICLE 27 – TERM OF AGREEMENT

The provisions of this agreement are for the Fiscal Years 2022/2023, 2023/2024, and 2024/2025 and shall be effective upon ratification of the Union membership and approval of the Board of County Commissioners for Broward County, Florida except as otherwise provided in the agreement, and shall continue in force thereafter, through September 30, 2025. Thereafter, this Agreement shall remain in effect, except for any provisions which specifically expire or are date specific, until a successor Agreement is ratified by the bargaining unit membership and then approved by the Board of Broward County Commissioners.

1. The recital clauses stated above are true and correct and are incorporated into this Addendum by reference. Appendix A is incorporated into and made a part of the CBA.
2. The actual amended language of the CBA reflecting the above-stated changes is attached hereto.
3. Except as expressly modified by this Addendum, all terms and conditions of the CBA remain in full force and effect.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement between the Board of County Commissioners, Broward County, Florida and the Federation of Public Employees, Blue Collar Unit for Fiscal Year 2022/2023, 2023/2024, and 2024/2025 to be executed and signed by their duly authorized representatives, as of this 17th day of September, 2024.

FEDERATION OF PUBLIC EMPLOYEES

BLUE COLLAR



President

By Linda Lewis

Bargaining Team Member

By _____
Bargaining Team Member

BROWARD COUNTY, FLORIDA
BOARD OF COUNTY COMMISSIONERS

By Nan H. Rich

Mayor

By W. F. Johnson

County Administrator

By A. K. C.
Director of Human Resources

By B. R.
Labor Relations Manager

By Emmanuel Jones
Bargaining Team Member

By _____
Bargaining Team Member

ARTICLE 5

WAGES AND COMPENSATION

Section 1.

A. Fiscal Year 2022/2023:

1. Effective 10/1/2022, minimum and maximums of the pay ranges will be extended by 4%.
2. For Fiscal Year 2022/2023, effective on the first full pay period in October of 2022 (October 2, 2022), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a 4% base salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 1, 2022, shall also receive the 4% base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of October 1, 2022.
3. Eligible employees below the maximum of the pay range, and limited to an increase of less than 4% to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between 4% and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).
4. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 1, 2022, will not be eligible for a base hourly adjustment as provided in Section A.2. above. Those employees will receive a one-time, gross lump sum amount equal to 4% of the employee's base annual salary.

5. For Fiscal Year 2022/2023, effective on the first full pay period in October of 2022 (October 2, 2022), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive \$2,000 added to their base annual salary (within the salary range). Eligible employees below the maximum of the pay range and limited to an increase of less than \$2,000 to their base annual pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between \$2,000 and the increase received (such gross lump sum payments shall be rounded to the nearest dollar).

6. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall Expectations" will not be eligible to receive the annually determined percentage increase at this time. However, in accordance with County Policy, such employees should be placed on a formal Performance Improvement Plan with a time duration of 90 days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the 4% and the \$2,000 base salary increases prospectively.

B. Fiscal Year 2023/2024:

1. For Fiscal Year 2023/2024, effective on the first full pay period in October of 2023 (October 1, 2023), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a four percent (4%) base salary increase (within the salary range). Those current employees recently hired

and who have yet to receive their annual performance review for their current position as of October 1, 2023, shall also receive the four percent (4%) base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of October 1, 2023.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than four percent (4%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between four percent (4%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 1, 2023, will not be eligible for a base hourly adjustment as provided in Section A.2. above. Those employees will receive a one-time, gross lump sum amount equal to four percent (4%) of the employee's base annual salary.

4. For Fiscal Year 2023/2024, effective on the first full pay period in October of 2023 (October 1, 2023), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive \$2,600 added to their base annual salary (within the salary range). Eligible employees below the maximum of the pay range and limited to an increase of less than \$2,600 to their base annual pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between \$2,600 and the increase received (such gross lump sum payments shall be rounded to the nearest dollar).

5. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall Expectations" will not be eligible to receive the increases as detailed above at this time. However, in accordance with County Policy, such employees should be placed on a formal Performance Improvement Plan with a time duration of 90 days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the four percent (4%) and the \$2,600 base salary increases prospectively.

C. Fiscal Year 2024/2025:

1. For Fiscal Year 2024/2025, effective on the first full pay period in October of 2024 (October 13, 2024), eligible bargaining unit employees, who on their most recent annual performance review or other performance-based evaluation program received a rating of "Meets Overall Expectations" or "Exceeds Overall Expectations" will receive a two percent (2.0%) base salary increase (within the salary range). Those current employees recently hired and who have yet to receive their annual performance review for their current position as of October 12, 2024, shall also receive the two percent (2.0%) base salary increase. To be eligible, employees must be employed in a Bargaining Unit position as of the effective date and be employed by the County as of October 12, 2024.

2. Eligible employees below the maximum of the pay range and limited to an increase of less than two percent (2.0%) to their base hourly pay due to the maximum of the pay range, shall receive a one-time, gross lump sum amount equal to the difference between

two percent (2.0%) and the percentage increase received (such gross lump sum payments shall be rounded to the nearest dollar).

3. Eligible employees whose base hourly rate is at or above the maximum rate of their pay range as of October 12, 2024, will not be eligible for a base hourly adjustment as provided in Section C.1. above. Those employees will receive a one-time, gross lump sum amount equal to two percent (2.0%) of the employee's base annual salary.

4. All current employees who on their most recent annual performance evaluation received a rating of "Does Not Meet Overall Expectations" will not be eligible to receive the annually determined percentage increase at this time. However, in accordance with County Policy, such employees should be placed on a formal Performance Improvement Plan with a time duration of ninety (90) days and receive a "Special Performance Evaluation". At the conclusion of the Performance Improvement Plan time frame, those employees with a performance rating that at least "Meets Overall Expectations" will receive the two percent (2.0%) base salary increase prospectively.

D. Section 1. Notwithstanding the above, in the event that the County agrees to a non-concessionary across the board, salary/wage increase greater than ten percent (10%) combined over Fiscal Years 2022/2023, 2023/24, 2024/2025, with the White Collar Bargaining Unit, Port Supervisory and Non-Supervisory Units, Government Supervisors Association-Professional, and/or Government Supervisors Association-Supervisory Bargaining Units, AFSCME, Local 2200 Bargaining Unit, and/or unrepresented employees, either party may request in writing its desire to meet to explore alternatives to the agreed upon salary/wage provisions of this Article. Any such request is an informal request that

does not trigger the opening of the parties' Collective Bargaining Agreement or the impasse provisions of Chapter 447, Florida Statutes. Further, the request must be received within thirty (30) days of County approval of such salary decrease/increase.

Section 2.

A. When an employee is authorized and performs the duties of any higher rated position for any period of time over forty (40) consecutive hours, that employee shall receive the compensation that employee would receive had the employee been permanently or temporarily promoted to the position for all hours beyond the initial forty (40). To be eligible for the higher rate of pay, the employee must be qualified and be replacing an absent employee or be assigned to fill a higher rated position in which a vacancy exists.

B. It is understood and agreed upon that should the County temporarily assign an employee to perform duties in a lower classification, the employee shall be compensated at the employee's normal rate of pay.

Section 3. The County agrees to pay Plant Operator II's, Class Code B7332, who provide documentation of an advanced certificate, a five percent (5%) pay differential for each certificate designated as "B" and/or "A". In no event will an Operator receive more than a total of a ten percent (10%) pay differential. Any cost involved in acquiring any certificate by an employee shall not be paid by the County. The intent of this article is not to doubly compensate an employee with a double "B" or a double "A" certificate.

Section 4. The County agrees to pay employees in the job classifications listed below, who provide documentation of an FDEP Water Distribution System Operator License, a five percent (5%) pay differential for each certificate designated as Level "II" FY 22/23, FY 23/24, FY 24/25

and/or "I". In no event will an employee receive more than a total of a ten percent (10%) pay differential. Any cost involved in acquiring any certificate by an employee shall not be paid by the County. The intent of this article is not to doubly compensate an employee with a double "II" or a double "I" certificate. The employees in the following job classifications may be eligible for certification differential pay outlined in this section:

- 1) Utility Mechanic I
- 2) Utility Mechanic II
- 3) Meter Services Technician I
- 4) Meter Services Technician II

Section 5.

A. The employees in the following job classifications may be eligible for certification differential pay outlined in this section:

- 1) Vehicle Mechanic
- 2) Vehicle Mechanic Electrical Technician
- 3) Vehicle Mechanic, Lead Worker
- 4) Storekeeper

B. Eligible employees who provide documentation of successful completion of an Automotive Service Excellence (ASE) Certification Test sponsored by the National Institute for Automotive Service Excellence or the National Association of Emergency Vehicle Technicians (NAEVT), will receive a \$.25 per hour pay differential per current (ASE) certification or NAEVT certification up to a maximum of eight (8) individual certifications up to two (\$2.00) dollars, or if the employee holds an ASE Master Certification (Automotive/Medium Heavy truck) an additional four (4) certifications for a maximum of three (\$3.00) dollars. Such increases will be effective upon receipt and

confirmation of documentation of certification by the appropriate Division Director or designee.

C. Eligibility for certification differential pay shall be based upon the job relatedness of the specific certification to the individual employee's current job assignments as determined by the Division Director. The number of ASE certifications for which an employee may receive certification differential pay will be limited to a total of twenty eight (28) from the following ASE and NAEVT areas of competence:

1. G1 - Auto Maintenance and Light Repair

Master Auto/Light Truck A1-A8

- 2. A1 – Engine Repair
- 3. A2 – Automatic Transmission/Transaxle
- 4. A3 – Manual Drive Train & Axles
- 5. A4 – Suspension & Steering
- 6. A5 – Brakes
- 7. A6 – Electrical/Electronic Systems
- 8. A7 – Heating & Air Conditioning
- 9. A8 – Engine Performance
- 10. A9 – Light Vehicle Diesel Engines
- 11. C1 – Automotive Service Consultant
- 12. E1 – Truck Equipment Installation & Repair
- 13. E2 – Electrical/Electronic Systems Installation & Repair
- 14. E3 – Auxiliary Power Systems Installation & Repair
- 15. F1 – Alternative Fuels
- 16. L1 – Advanced Engine Performance Specialist
- 17. L2 – Electronic Diesel Engine Diagnosis Specialist
- 18. L3 – Light Duty Hybrid/Electric Vehicle Specialist

Master Medium/Heavy Truck T2-T8

- 19. T1 – Gasoline Engines
- 20. T2 – Diesel Engines
- 21. T3 – Drive Train
- 22. T4 – Brakes
- 23. T5 – Suspension & Steering
- 24. T6 – Electrical/ Electronic Systems
- 25. T7 – Heating, Ventilation & Air Conditioning (HVAC)
- 26. Preventive Maintenance Inspection

Storekeeper

- 27. P1 – Medium-heavy Truck Parts Specialist
- 28. P2 - Automotive Parts Specialist

Employees in the Storekeeper positions will receive a \$1.00 per hour pay differential per current (ASE) eligible certifications up to a maximum of two (2) individual certifications up to two (\$2.00) dollars.

Tanker-Hazmat CDL Endorsement Compensation (Fleet Services Division)

Employees will receive an additional one (\$1.00) per hour for successfully obtaining and maintaining both tanker and hazmat CDL endorsements. Employees will be selected from the Vehicle Mechanic, Storekeeper, and Vehicle Mechanic-Electrical positions.

D. Should an employee fail to recertify, and provide documentation of recertification, certification differential pay shall automatically cease.

Section 6.

Effective April 1, 1990, employees in the job classification of Building Code Inspector (class code # B5422) shall be eligible to receive assignment pay in an amount equivalent to an additional five percent (5%) above base salary. In order to be eligible to receive this pay, the following conditions must be met:

1. Employee must be qualified to perform Plan Review and hold a valid Plans Examiner card issued by the Board of Rules and Appeals.
2. This assignment will be offered to qualified employees selected by the Director.
3. (a) These responsibilities may be offered on a trial basis not to exceed three (3) months. During this time, the employee will be trained in Plan Review duties and responsibilities.

(b) When the employee is qualified in the opinion of the Director or their designee, and the employee agrees to accept, and is assigned in writing, the new duties and responsibility the employee will be issued a Plan Examiner's card from the Board of Rules and Appeals and will receive the assignment pay.

(c) No Code Inspector, who is NOT being trained for the above assignment or who does not have a valid Plan Examiner card, will be ordered or instructed to perform Plan Review.

4. The number of employees assigned to perform plan review shall be at the discretion of the Director or their designee.

5. It is understood that assignment pay is not a vested right of the employee. Removal of assignment pay due to lack of work or organizational change will be governed by seniority. Removal of assignment pay for any other reason will be within the discretion of the Director.

6. Should a Code Inspector be removed from inspecting responsibilities, and be temporarily assigned to perform the full duties of a Plans Examiner, the employee will continue to be assigned their vehicle. When the employee becomes eligible to receive out of classification pay as described in Section 2-A of this Article, the employee will lose the assignment pay described herein.

7. The parties understand that if the County restructures the Plans Examiner and Building Inspector classification series, the provisions of this agreement shall be superseded if that restructuring accomplishes the same objectives as this agreement.

Section 7.

The County agrees to pay employees in the below stated job classifications, who provide documentation of an advanced certificate specific to the employees job duties, a five percent (5%) pay differential for a certificate designated as a "Mechanical Journey Level/Certificate of Competency", issued by Broward County's Building Code Service Division or "State License" for security guards. A "Mechanical Journey Level/Certificate of Competency" issued by Palm Beach County or Miami Dade County shall only be accepted for new hires at the time of entry into the job classification. Thereafter, renewals will be accepted only if issued by Broward County. In no event will an employee receive more than a total of five percent (5%) pay differential. Any cost involved in acquiring any certificate by an employee shall not be paid by the County. The intent of this article is not to doubly compensate an employee with a double certificate.

- 1) Carpenter I
- 2) Carpenter II
- 3) Electrician I
- 4) Electrician II
- 5) Plumber I
- 6) Plumber II
- 7) Refrigeration Mechanic I
- 8) Refrigeration Mechanic II
- 9) Security Guard I
- 10) Security Guard II
- 11) Painter I
- 12) Painter II
- 13) Welder

Section 8. Labor Management Committee

1. Labor Management Committee meetings within each Department may be held in accordance with this Article to promote communications and cooperation between the Federation and the County, to explore avenues to improve quality and efficiency and

to seek objectives of mutual concern. Labor Management Committee meetings must be scheduled through the Human Resources Director and/or designee. Time off without loss of pay, as necessary, shall be granted to employees designated as Committee members for attendance at scheduled Labor Management Committee Meetings. Meetings under this Article shall be scheduled at the written request of either party at a mutually agreeable time and location during normal working hours (Monday through Friday, 8:30 a.m. - 5:00 p.m.), unless otherwise agreed by the Committee. Employees shall not be compensated for off-duty attendance.

2. The composition of Departmental Labor Management Committees shall consist of one (1) employee member designated by the Federation, the respective Departmental Federation Representative and the Chief Federation Representative and three (3) members designated by the County including a representative of the Human Resources Division. Resource people and subject matter experts may attend Committee meetings upon the mutual agreement of the Committee members.

3. The Labor Management Committee is not an employee organization under Florida Statute Chapter 447. The Committee shall not serve in a representative capacity nor as an extension of the collective bargaining process. Committee meetings are not a substitute for collective bargaining. However, the Committee is free to discuss any subject except any pending disciplinary actions, grievances or subjects of collective bargaining.

4. The Committee may make recommendations; however, it shall have no independent authority to implement or amend policies, rules, procedures or practices. Before any recommendations can be made by the Committee, the Committee must reach

a consensus and reduce the recommendation to writing. Written Committee recommendations shall be submitted to the Director of Human Resources who will be responsible for reviewing the recommendation with the appropriate County authority.

Section 9. Salary Adjustment Authority – The County Administrator has the authority to increase the salary of bargaining unit employees within range of the employee's applicable salary range after the applicable agency advises the Federation and offers an opportunity to meet and confer about the decision. In the event the Federation disagrees with the Administrator's decision, the County may still implement the increase and such decision shall not be grievable. The County Administrator also has the authority to adjust the pay grades upward outside of the bargaining process based on a market a review conducted by the County. Prior to implementing any pay grade adjustments, the Federation will be advised and offered an opportunity to "meet and confer" about the decision. In the event the Federation disagrees with the Administrator's decision, the County may still implement the pay grade adjustment and such decision shall not be grievable.

ARTICLE 27
TERM OF AGREEMENT

The provisions of this agreement are for the Fiscal Years 2022/2023, 2023/2024, and 2024/2025 and shall be effective upon ratification of the Union membership and approval of the Board of County Commissioners for Broward County, Florida except as otherwise provided in the agreement, and shall continue in force thereafter, through September 30, 2025. Thereafter, this Agreement shall remain in effect, except for any provisions which specifically expire or are date specific, until a successor Agreement is ratified by the bargaining unit membership and then approved by the Board of Broward County Commissioners.

1. The recital clauses stated above are true and correct and are incorporated into this Addendum by reference. Appendix A is incorporated into and made a part of the CBA.
2. The actual amended language of the CBA reflecting the above-stated changes is attached hereto.
3. Except as expressly modified by this Addendum, all terms and conditions of the CBA remain in full force and effect.